

# Score Your Key Skills

*(There's a digital copy on the [Coaches' Hub Module I page](#).)*

In Coaching Lab II, your colleagues in the cohort will use this handout to give you feedback.

**The Coachee's Stage of Change:**

- What's your theory? Did the coach's questions fit—and challenge?*

**The A's**

- The Coaching Alliance:** *Is there a full partnership in which the coachee is safe enough to fully engage with the coach? Is the coachee the ultimate decision-maker? Is the coach is connected and open?*
- A Clear Agreement:** *Is there clarity about the what, how, scope?*
- The Coachee's Agenda:** *As an observer could you tell what it was?*

**The "Core Four"**

- Respect** Coaches express and embody respect for their coachee's goals, agenda, permissions, confidences and resourcefulness.
- Energy** Coaches study and use their personal energy, judgment, experience and intuition. They are aware of their own triggers and agenda, and use their own voice, mood, breath and posture in being present.
- Acknowledgment** Coaches say what they see in their coachee's character, actions, strengths, self-responsibility and vision. The best acknowledgment starts with "you" rather than "I."
- Listening** Coaches listen with focus and curiosity—to the verbal and to the non-verbal (voice, mood, breath and posture) as they follow their coachee's energy, ideas and epiphanies.

**Did the "Explore/Find the Experiment" Dynamic work?** Did the partnership find a possible and desirable next step? Was there some agreement about "What will you do? When will you do it? Who will know? Do you need a plan?"

**Key Skills**

	<b>Used</b>	<b>Could use</b>
Saying what you see and hear	_____	_____
"Reset" / Finding the focus	_____	_____
Clearing the deck	_____	_____
Finding the right pace	_____	_____
Clarifying focus	_____	_____
Meta-view	_____	_____
Metaphor	_____	_____
Time-out	_____	_____
Bottom line	_____	_____
Reframing	_____	_____
Level III questioning	_____	_____
An inquiry	_____	_____

Exploring resistance	_____	_____
<i>Old stories?</i>	_____	_____
<i>Missing resources?</i>	_____	_____
<i>Stage of change?</i>	_____	_____
<i>Competing commitments?</i>	_____	_____
<i>Critical voices?</i>	_____	_____
Leveraging the coachee’s values, strengths, energy	_____	_____
Using the coachee’s bright spots and defining stories	_____	_____
Requesting / challenging	_____	_____
Brainstorming / edge-storming (the ten percent shift)	_____	_____
A tangible metaphor	_____	_____
Evaluating	_____	_____
Being brave	_____	_____
An intuitive hit	_____	_____
Leading as the coach	_____	_____
Self-understanding / self-coaching	_____	_____
Shut up. Shut up. Shut up.	_____	_____
Speak up. Speak up. Speak up.	_____	_____
What else? Can you say more? Tell me more? Keep going?	_____	_____
Recovering your focus	_____	_____
Coaching postures	_____	_____
Staying aware of what you want to teach people	_____	_____
Witnessing	_____	_____
Statements of Impact	_____	_____
The Miracle Question	_____	_____
Championing	_____	_____
Helping your coachee to reground	_____	_____
“What I know about you”	_____	_____
Wrapping up	_____	_____

Your observations?